

**PAY DIFFERENTIAL 65**  
**INCENTIVE AWARDS PROGRAM – BARGAINING UNITS 12 AND 13**

Established: 07/01/89

Revised: 06/01/01, 07/01/02, 07/01/22

| CLASS TITLE           | CLASS CODE | CB/ID      | RATE     | EARNINGS ID | DEPARTMENT                     |
|-----------------------|------------|------------|----------|-------------|--------------------------------|
| <b>Rank and File:</b> |            |            | Variable | 9W          | Department of General Services |
| Various Classes       | Various    | R12<br>R13 |          |             |                                |

**CRITERIA**

The Department of General Services, Real Estate Services Division, Building and Property Management Branch has established an incentive award program to encourage employees to work safely, efficiently, and to reduce sick leave usage.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

|                                    |         |
|------------------------------------|---------|
| PRO RATED                          | No      |
| SUBJECT TO QUALIFYING PAY PERIOD   | No      |
| ALL TIME BASES AND TENURE ELIGIBLE | Yes/No* |
| SUBJECT TO PERS DEDUCTION          | No      |

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

|                   |               |
|-------------------|---------------|
| OVERTIME          | No/Yes (FLSA) |
| IDL               | No            |
| EIDL              | No            |
| NDI               | No            |
| LUMP SUM VACATION | No            |
| LUMP SUM SICK     | No            |
| LUMP SUM EXTRA    | No            |

\*Retired Annuitants are not eligible unless appointed under Government Code section 21232.